

**LEGISLATIVE & PERSONNEL COMMITTEE MEETING
of the
Suffolk County Legislature**

Minutes

A regular meeting of the Legislative & Personnel Committee was held in the Rose Y. Caracappa Auditorium on **March 29, 2001** at the William Rogers Building, Veterans Memorial Highway, Hauppauge, New York at 12:00 P.M.

MEMBERS PRESENT:

Legislator Martin Haley, Chairman
Legislator Ginny Fields, Vice Chair
Legislator Joseph Caracappa

EXCUSED ABSENCE:

Legislator Jon Cooper
Legislator Allan Binder

ALSO IN ATTENDANCE:

Paul Sabatino, Legislative Counsel
Loretta Filosa, Aide to Legislator Martin Haley
Kristine Chayes, Department of Civil Service
Gerard J. McCreight, Aide to Legislator Jon Cooper
John Ortiz, Department of Budget Review
All Interested Parties
Irene Kulesa, Legislative Secretary

(The meeting came to order at 12:00 P.M.)

CHAIRMAN HALEY:

We will start the meeting with a Pledge of Allegiance to the Flag.

SALUTATION

CHAIRMAN HALEY:

Okay Kris, come on up. We have one resolution 1111-01 and three resolutions that I expect we'll put on the consent calendar.

MS. CHAYES:

I'm Kris Chayes from the Civil Service Department. I'm here to address 1111, Intro Resolution 1111, which proposes a change in the annual ceiling on the compensation that may be earned by a part-time clerk typist. This is our current civil service rule. Our part-time rule allows for an annual salary cap of five thousand per year but we built in a flexibility of twenty five percent of the starting salary, whichever is higher. So we do have that flexibility currently built into the rule and basically, there are problems with the proposed change, in that when you raise the cap, you would also be raising the duration of part-time employment length, the length of time that a part-timer can remain a part-timer. As an example, let's say in the Clerk -- part-time clerk typist in the Amityville School District, making twenty thousand per year, under the proposed rule would be able to work up to and earn up to seven thousand dollars still remaining a part-timer, which is working a third of the year still remaining a part-timer, which you're unions would have a great problem with. That there are non-union part-timers working that long on the payroll.

Basically, the other main problem with this rule is any change to the part-time rule would affect all titles. You cannot change the rule to affect just clerk typists. It would then raise the ceiling for all titles within the County service and all the jurisdictions including all the towns, villages, school districts, library districts. You cannot amend the rule just for one title. We feel that our current rule addresses all the different salary plans found throughout

the County and its jurisdictions. Because in addition to that five thousand salary cap, we also allow twenty five percent of the starting salary, whichever is higher or a jurisdiction can, if they want, keep the clerk typist working fifty percent or less of the normal workweek and then they can pay them what they want.

Under the part-time rule, to be part-time, you have to meet one of two things. Either make five thousand or less per year or work fifty percent or less of the prescribed standard workweek. If you meet either of those two things, you're considered part-time. So if you're working less than fifty percent, fifty percent or less of the workweek, then the jurisdiction can pay those clerk typists part-time, whatever they wish, within reason.

CHAIRMAN HALEY:

Do we have any starting salary that starts at ten or fourteen thousand dollars a year?

MS. CHAYES:

Not to my knowledge. Currently, the County -- we can start our clerk typist at eight thirty eight by-weekly, which is approximately twenty one thousand, eight seventy two per year. You do find great differences throughout the County with the clerk typist salaries, primarily because you have different unions representing all the different jurisdictions and they all have their own contracts. I know the Sachem School District for one starts their clerk typist at thirty two thousand. The County, as I said, is about twenty two thousand. If there's an average range, I'd say around twenty-one but these things do change with each negotiated contract.

CHAIRMAN HALEY:

Legislator Postal isn't here but my concern is does this really impact anyone then?

MS. CHAYES:

I wouldn't know if there are any contracts out there that starts their clerk typist at, let's say fourteen thousand. I could try and find that out. Not to my knowledge though.

CHAIRMAN HALEY:

Yes, so it doesn't make sense to me then. If that's the case, most times, from an hourly rate perspective, because that's how some people will look at it, the five thousand, you just consider somebody. If you could technically hire someone on a full time basis for five thousand dollars, less than five thousand dollars a year and treated as a part-timer? Is that what you were saying earlier? Even though they could technically put in more than fifty percent of the hours.

MS. CHAYES:

No, what I was saying was if -- you can hire someone and keep them in part-time status. Part-time status means they do not come off the civil service list. They don't have to take the test. They don't come off the civil service list and you can keep them as part-time status, if they're working fifty percent or less of the standard prescribed workweek. Then the jurisdiction could pay them what they will, within reason. Or they, as I said, we have the twenty five percent of the starting salary or the five thousand cap. We've built in a lot of flexibility to cover all the varying contracts that do exist throughout the jurisdictions, County and non-County that we cover. But we cannot change this rule without affecting all titles. We cannot change it just for clerk typists. It would then affect every County title and every non-County title.

CHAIRMAN HALEY:

You know, well, that's why we're probably going to table that anyway. But I'm concerned about the other aspect, you know a lot of the unions have a problem with it as well.

MS. CHAYES:

The unions would have a problem with extending the duration of time that a part-timer is on the books. It's a non-union part-timer, who now in some cases, would be able to work, let's

say a third of the year and still be considered part-time.

CHAIRMAN HALEY:

Okay, we have a motion to table by Legislator Fields, seconded by myself. All those in favor? Opposed? 1111 is tabled.

INTRODUCTORY RESOLUTIONS:

I.R. NO. 1111-1 (P) Directing County Department of Human Resources, Personnel and Civil Service to apply for removal of ceiling on part-time Clerk/Typist earnings. ASSIGNED TO LEGISLATIVE & PERSONNEL (Legislator Maxine Postal)

VOTE: 3-0-0-2 TABLED

CHAIRMAN HALEY:

We have a motion by Legislator Caracappa to approve 1112, 1219 and 1252, all technical corrections and to be placed on the consent calendar, seconded by Legislator Fields. All those in favor? Opposed? Approved.

I.R. NO. 1112-01 (P) Authorizing certain technical correction to Adopted Resolution No. 1248-2000. ASSIGNED TO LEGISLATIVE & PERSONNEL (County Executive)

VOTE: 3-0-0-2 APPROVED PLACED ON CONSENT CALENDAR

I.R. NO. 1219-01 (P) Authorizing certain technical correction to Adopted Resolution No. 40-2001. ASSIGNED TO LEGISLATIVE & PERSONNEL (County Executive)

VOTE: 3-0-0-2 APPROVED PLACED ON CONSENT CALENDAR

I.R. NO. 1252-01 (P) Authorizing certain technical correction to Adopted Resolution No. 920-2000. ASSIGNED TO LEGISLATIVE & PERSONNEL (Legislator Joseph Caracappa)

VOTE: 3-0-0-2 APPROVED PLACED ON CONSENT CALENDAR

CHAIRMAN HALEY:

We're done. Thank you.

(The meeting adjourned at 12:10 P.M.)